



THE MIBCONIAN

Good to Great Together

**November 2023 Newsletter
Vol: 12**

Reflecting on success & building momentum for a strong finish!

As we approach the final stretch of the year, it's time to reflect on the remarkable journey 2023 has been. November has been a month of both challenges and triumphs, and everyone's dedication has been the driving force behind our collective success.

We saw the successful Annual General Meeting take place earlier this month as well as the introduction of the 2023 - 2026 MIBCO Strategic Plan... these are evidence of collaboration and a job well done.

So, as we wrap up the year, it is a good time to take a moment to celebrate our individual achievements, acknowledge our milestones, and to start visualising our goals for 2024.

Today we also bid a warm farewell to Western Cape Regional Secretary, Gerrie Basson, who has working at MIBCO for 42 years. We wish him all the best for the future!

Just a little reminder that today is the last day for everyone to change their email signature. Please refer to your email where an easy step-by-step tutorial video has been provided for your convenience. Remember, rallying together to make these changes demonstrates teamwork and unity. Speaking of unity, remember the IEC Voter Registration Portal is still open. Click [here](#) to access it.

Going forward, let's carry the positive momentum forward into the new year. Your resilience, positivity, and commitment will ensure 2024 is only better!

Nothing beats the attitude of working **GOOD TO GREAT TOGETHER!**

REMEMBER: President Cyril Ramaphosa has formally declared December 15, 2023, a public holiday by Proclamation 143 of 2023, which was published in Government Gazette No. 49773 on November 28, 2023. This extra public holiday has been declared in honour and celebration of our national rugby team's world cup victory!



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'Tis the Season to Save: Festive Money-Saving Tips!

December is that time of the year where anything goes. But amidst all the fun and festivities there is one thing nobody likes to see going. Money. Budgeting is an important part of being financially responsible and it is something that we should do every month.

But December is where drawing up a budget is most important because it's when the most spending takes place. So how can we go about enjoying this festive season without overspending? Here are some quick and easy money saving tips we can apply these holidays.

1. Plan what you are going to be spending on

It is critical to ensure that all our essentials are paid for at this time of year. Make a list of needs and indulgences before spending money on the festivities. Rent, credit instalments, school fees, groceries, and so on are examples of necessities.

2. Track you spending

It's one thing to make a budget for December; it's quite another to make sure we stick to it. It's recommended that we maintain track of expenses after creating a budget and paid off all of debts. Keep the receipts and keep track of all financial transactions.

3. Control you spending

Always make sure you stay inside your financial constraints. If you've already been saving for the end of the year, now is the moment to put your money to work. However, if you haven't saved for December, you'll have to find other ways to make and spend money so that you may continue to enjoy the celebrations without breaking the bank.

4. Resist retail marketing schemes

Don't get caught up in all of the sales and marketing techniques that are thrown your way. A concept to live by when you're in a shopping mall, window shopping, or simply exploring internet stores: admire but don't crave.

5. Gift in groups or secret Santa

A big, expensive gift doesn't have to be off the table just because you're working with a budget this year. Instead, go halvesies with someone else. Get all your siblings in on buying one big gift for your parents. Group with colleagues to exchange gifts and vouchers. Contact the parents in your kids' class to put small items together to build a gift basket for your kids' teacher.



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Welcome to the new MIBCONIAN!



This month we welcome Salome Mabena, a Trainee Agent based in Northern Region, Pretoria. Prior to joining MIBCO, Salome was employed at the Department of Employment of Labour in the capacity of an Auxiliary Inspector.

She is passionate about creating labour solutions to both the client and the company. Salome's interest outside the workplace include spending time with her family, watching movies, playing sports, going out and reading books.

One thing she'd like to change in the world is the work system.

"I will ensure that people have allocated time for family and friends, because our world is caught up in making money and making ends meet that we forget how to be with the ones we love and enjoy life," she says.

Good luck in your new role!



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Celebrating 42 Years of Dedication!

**ENJOY YOUR
RETIREMENT**

GERRIE BASSON

As you embark on this new chapter of life, Gerrie, may each day bring you the fulfillment and joy you've earned.

Your warmth, dedication, and wisdom will be greatly missed at MIBCO.

Wishing you a retirement filled with cherished moments and well-deserved tranquillity!

Please note that Leslie Palmer will be taking over and looking after the region from the 1st of December 2023 until such time that the position is filled.

Western Cape Region year end function at the beach!

On November 17, 2023, the Western Cape Region held its year-end function on a private beach in Gansekraal, West Coast. The team celebrated the end of the year with glee, sun, and lots of fun!

2032 WC Region Year End Function





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Update Personal Profiles on E-Learning System

It is encouraging to see the number of employees who have enrolled, registered and those who have completed training on the E-learning platform.

However, HR would like for everyone to note the below:

Please take a moment to update your user profiles; the **'About'** tab will help us to get to know you better, while the **'Career preferences'** will enable managers and HR to help you to stay focused and motivated in achieving your personal goals.

The E-Learning system has built in Artificial Intelligence (AI) feature that will recommend training in line with your aspirations.

All employees are encouraged to update their profiles by 2023 November 30th.

You can access the E-Learning System from The MIBCO Intranet. Employees who have not accessed the system before and changed their password, the following credentials will log you into the system:

Username: name.surname@mibco.org.za
Password: WelcomeMIBCO@2023

Place your cursor on the Home tab > select Universal Profile > A bio page will pop-up please update all sections. Then click on the Career Preferences page update the information.

Please reach out to HR for any queries.



Quick Reminders!



PEOPLE FIRST

Updates and News Alerts from HR

Reminder MIBCONIANS

Dear All,

MIBCO's new time and attendance system is simplifying things. The future is here, and it's time to clock in with efficiency! 🚀

Fellow MIBCONIAN, please be reminded of the newly installed and effective time and attendance system, which is now fully operational and functional.

We are all encouraged to use this system to clock in and out of the office in order to improve our level of compliance.

Remember, this attendance system is designed to help keep an accurate record of attendance (08h00-16h30), manage flexi time (07h00-15h30), and close the gap between recording leave taken but not applied for, as well as overtime performed in MIBCO.

Don't hesitate to contact Vulani or HR if you experience any problems.



LIVE YOUR BEST LIFE

Do you sometimes feel life is getting too much to handle?

Are you worried about your finances?

Are you experiencing health problems?

Do you need any legal advice?

We can help



24/7

We want you to live your **BEST LIFE at work and at home.**

That's why you, and all your dependants who live with you, have access to our **Employee Wellness Programme (EWP)** that provides professional support services, 24 hours a day, 7 days a week, for free!

The EWP is a caring, confidential service that helps you and your family deal with difficult personal or work-related issues.



WE CAN HELP YOU IN THE FOLLOWING WAYS



Face-to-face and telephone counselling: personal difficulties; family and relationship concerns; alcohol, drug or gambling abuse; stress and life changes; violence and trauma; HIV/Aids; grief; work-related matters



Financial assistance: debt counselling, managing debt, budgets, black listings, retirement, loans



Health information: general health and wellness tips, including dietary information



Legal assistance: professional telephonic legal support and basic legal documents, such as your last will and testament, power of attorney, residential lease and general sales agreements

To use the EWP

Call the care centre on 0800 004 770 at any time, day or night, and receive assistance in your preferred language.

SMS your name to 31581 at any time, day or night, and the care centre will call you back within 60 minutes.

Email ewp@lifehealthcare.co.za and receive counselling via email.

Visit www.lifehealthsolutions.org to gain access to health and wellness information and tools all designed to help you live your best life possible!

TAKE NOTE

The EWP is totally confidential. Your personal information remains private, none of your colleagues will ever know you are using any of the EWP services (not even your manager or your employer) and using these services will not affect your job security.

Call toll free 0800 004 770



EVERY VOTE

COUNTS

YOUR VOICE MATTERS! CAST YOUR VOTE AND MAKE A DIFFERENCE.

